

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL FEDERATION OF
PROFESSIONAL & TECHNICAL ENGINEERS LOCAL 17
SECTION MANAGERS**

RE: Class/Comp Re-opener – Section Managers

The parties having bargained in good faith pursuant to the Professional & Technical Class/Comp Memorandum of Agreement, Paragraph 5, as well as Article 9.4 of the current collective bargaining agreement covering Section Managers, hereby agree as follows:

As set forth in Paragraph 5 of the Agreement regarding Professional and Technical Classification/Compensation, bargaining unit members will receive the difference between the new, final negotiated pay rate and their interim wage rate for all compensable hours retroactive to January 1, 2001 or subsequent date of hire.

1. The new wage ranges are as follows:

Job Classification	Interim Wage Range	Final Wage Range
Assistant Roads & Maintenance Manager	72	74
Engineering Services Manager	75	77
Finance & Administrative Services Manager	71	74
Fiscal Services Manager – Solid Waste	71	74
Managing Engineer	72	74
River & Water Resources Manager	71	75
Roads Maintenance Manager	75	77
Traffic Engineering Manager	75	77
Recycling & Environmental Services Manager (formerly Waste/Reduction/Recycling Manager)	71	75

2. Effective Date of Pay Adjustments

The parties agree that the pay adjustments associated with implementing the new pay ranges set forth above shall be effective as follows:

A. The parties agree to prospective pay range step placement on to the new pay

ranges for all current¹ employees covered by the current Collective Bargaining Agreement.

3. Lump-Sum Retroactive Pay Adjustment

Upon implementation of this Memorandum of Agreement, a lump sum retroactive payment shall be provided to those current employees whose pay ranges are increased. These sums as set forth in attached Appendix A represent the full and final settlements of all retroactive claims related to classification and/or compensation issues, including but not limited to working-out-of-class, special duty, acting pay, FLSA designation, overtime compensation, and any other pay related to classification or any claims for classification adjustment from the parties' Professional & Technical Classification/Compensation agreement(s) effective date, Christie agreement or subsequent date of hire into a bargaining unit position (the effective date of adjustments) forward.

4. Employees who retired or who promoted out of the bargaining unit between January 1, 2001 and the implementation date of this Agreement are eligible to receive retroactive compensation for the time they were employed in a covered bargaining unit position.

5. This represents the entire settlement of the class/comp reopener and is effective from the date of the last signature below through December 31, 2007.

For King County:

APPROVED this _____ day of _____, 2007

By: _____
Ron Sims
King County Executive

For International Federation of Professional and
Technical Engineers, Local 17 Section Managers

Ray Goforth
Union Representative

Date

¹ The term Current or Current Employee refers to any employee in classifications in Section 1 and who are active on either the MSA or Peoplesoft payroll systems as of July 30, 2007 through date of enactment of this Memorandum of Agreement.